

# High Sick Leave Consumption Youth Detention Services

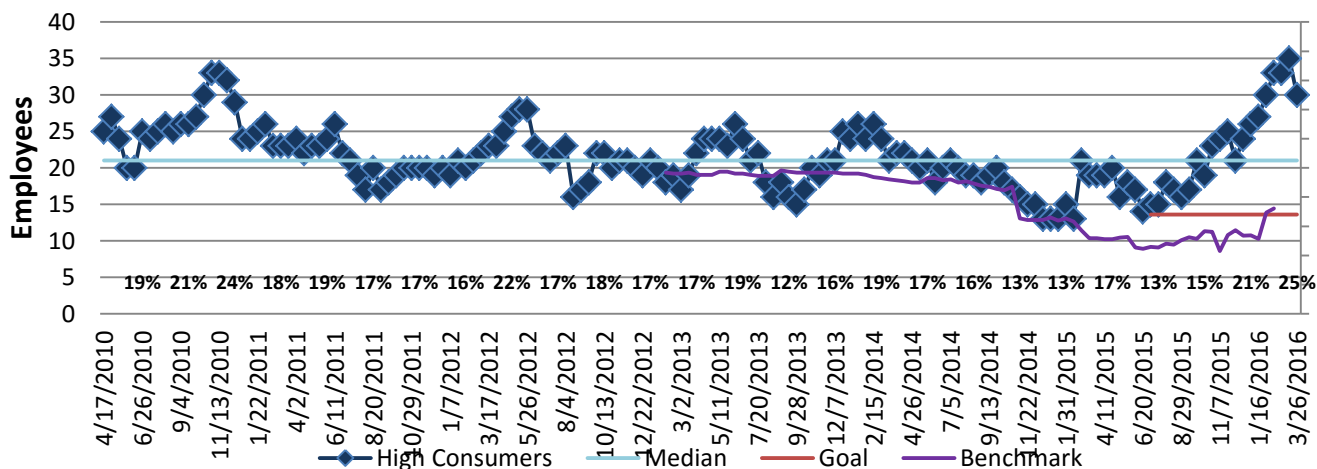


KPI Owner: Assistant Directors

Process: Time and Attendance

Baseline, Goal, & Benchmark		Source Summary	Continuous Improvement Summary			
Baseline: Average 19.75 employees in FY15		Data Source: Payable Time Peoplesoft  Goal Source: Scope Summary  Benchmark Source: Enterprise KPI Report	Plan-Do-Check-Act Step 5: Pilot short term and/or long term solutions			
Goal: Reduce the number of employees w/ High Sick Leave Consumption by 20% of FY15 average by end of FY15			Measurement Method: # of employees who used 9 or more out of 12 sick <sup>1</sup> days in a 12 month period; rate calculated by dividing by total employees			
Benchmark: 8.72% LMG Top Quartile 12/19/15			Why Measure: Promote a culture in which sick time is used appropriately  Next Improvement Step: Re-evaluate the incentive program and determine new deployment date			
How Are We Doing?						
04.13.14-03.26.16 Rolling 52wk Avg Goal	04.13.14-03.26.16 Rolling 52wk Avg		03.29.15-03.26.16 Goal	03.29.15-03.26.16 Actual		
14	22		14	30		
Employees	Employees		Employees	Employees		

## High Sick Leave Consumption



**Working with OPI to tailor the sick template to the needs of YDS. Once complete root cause analysis will be conducted to identify additional pareto reasons.**